



Approved September 11, 2012

**CITY OF SCOTTSDALE
HUMAN RELATIONS COMMISSION**

REGULAR MEETING

SUMMARIZED MINUTES

**5:00 p.m. Monday, August 13, 2012
Human Resources Pinnacle Training Room
7575 E. Main Street
Scottsdale, Arizona**

Present: Jeff Jameson, Chair
James Campbell, Commissioner
Bob Fox, Commissioner (telephonic until 6:08 p.m.)
Susan Galpin, Commissioner
Edward Lopez, Commissioner
Joel Martin, Commissioner

Absent: Linda Simmons, Vice Chair

Staff: Velicia McMillan Humes
David Simmons
Mark Wilson

Guests: Priscilla Gill, Mayo Clinic
Jim Marshall, Scottsdale Healthcare

CALL TO ORDER

Chair Jameson called the meeting to order at approximately 5:04 p.m. The Commission observed a moment of silence for the victims of recent shooting incidents in Colorado, Wisconsin, and Texas.



Persons with a disability may request a reasonable accommodation by contacting Office of Diversity and Dialogue at 480-312-7772. Requests should be made 24 hours in advance, or as early as possible, to allow time to arrange the accommodation. For TTY users, the Arizona Relay Service (1-800-367-8939) may contact Office of Diversity & Dialogue at 480-312-7772.

1 REVIEW AND APPROVAL OF MINUTES

Approved 6-0: Commissioner Martin moved to approve the minutes of the June 11, 2012 meeting. Seconded by Commissioner Campbell. Vice Chair Simmons was absent.

2 HEALTHCARE DIVERSITY EFFORTS

Two leading Scottsdale healthcare providers were invited to discuss their diversity efforts with the Commission. Priscilla R. Gill said Mayo was recently named one of the top hospital systems by DiversityInc, receiving high marks for Human Capital, Organizational Communication, Supplier Diversity, and the CEO's Commitment to Diversity. Mayo has long been committed to providing care to anyone regardless of their color, creed, or sexual orientation, and believes that a sign of an educated nation is one without prejudice. The Diversity and Inclusion Oversight Committee is responsible for all diversity initiatives affecting employees and patients. Employee resource groups ensure that Mayo is meeting the needs of its employees, so employees can in turn meet the needs of patients. Mayo's culture encourages openness and the sharing of thoughts and opinions. Feedback from employee resource groups filters back to the executive level. All leaders and physicians must take Crucial Conversations training, and non-leaders can opt for training if they so choose.

Jim Marshall said Scottsdale Healthcare addresses diversity both as an employer and as a provider of healthcare services. The Emotional Intelligence and Diversity initiative draws upon personal experiences to help people understand why they feel the way they do. Interpretive Translation Services is a dedicated department that covers 165 different languages. Staff and volunteers are trained to comfort visitors, help them navigate the hospital, and access resources. Crucial Conversations training gives people the tools to talk about uncomfortable issues, such as their biases. Staff engages with patients to learn about their personal preferences, religious beliefs, and dietary restrictions.

Ms. Gill said that as the Affordable Healthcare Act begins to take hold, Mayo will be in position to meet the expanding need. It is important to develop the next generation of workers to take on administrative roles within healthcare. Mayo is developing partnerships with schools to help young people realize the wealth of career options that await them in healthcare. Mr. Marshall said Scottsdale Healthcare is also working with schools to interest students in healthcare administration because it is a growing field, and is a great way to make a living.

3 PRINCIPLES OF CIVIL DIALOGUE

The Principles of Civil Dialogue was crafted by Scottsdale Leadership to establish ground rules for public discussions, meetings, presentations and workshops. Adoption of the principles signifies the intent to listen, respect, and be accountable wherever there is public discourse. Alternatively, the Commission could opt to endorse but not adopt the principles. Mayor Lane



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has already issued a proclamation on the principles, and several Scottsdale Commissions have adopted them.

APPROVED: 6-0; Commissioner Lopez moved to adopt the Principles of Civil Dialogue, and to utilize it as a tool in public dialogues and events. Seconded by Commissioner Fox. Vice Chair Simmons was absent.

4 ARIZONA ACCORD

As the Arizona Accord has progressed through the state, its grassroots leadership has asked various organizations to sign it in solidarity. Signatory businesses and organizations represent a broad diversity of people, the largest being the City of Tucson. Commissioners discussed forwarding a memorandum to Honorable Mayor Lane and City Council members recommending the City Council endorse the Arizona Accord.

Approved: 6-0; Commissioner Martin moved to recommend that the City of Scottsdale sign on to the Arizona Accord. Seconded by Commissioner Campbell. Vice Chair Simmons was absent.

5 DEBRIEFING OF JUNE 19, 2012 PRESENTATION TO MAYOR AND COUNCIL

Commissioner Fox reported that the City Council presentation went well. Commissioners agreed that at least one annual report presentation be delivered a year. Chair Jameson appreciated Council Member Klapp's endorsement.

APPROVED: 5-0; Commissioner Galpin moved to give an annual educational update presentation to City Council. Seconded by Commissioner Lopez. Commissioner Fox was no longer present.

6 CHAIRMAN REPORTS

Chair Jameson introduced David Simmons of the Scottsdale Resource Committee for the Gay-Straight Alliance.

Chair Jameson encouraged Commissioners to engage with City Council members throughout the year to keep them abreast of diversity developments.

7 COMMISSIONER ITEMS



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The Commissioners discussed their experiences at the recent Positively Powerful Women Awards. Commissioner Martin reported that the event is expanding to Chicago next year.

Commissioner Lopez said he plans to introduce the Principles of Civil Dialogue to his other boards. Commissioner Martin reported that the Coalition of Blacks Against Breast Cancer is having a big event in September.

7 OPEN CALL TO THE PUBLIC (A.R.S. § 38-431.02)

Mr. Simmons reported on efforts to reach out to the LGBT community in Scottsdale with the goal of encouraging applications to join the HRC. August 23 is the date for the next Lunch and Learn event.

8 STAFF LIAISON ITEMS

Dr. McMillan Humes said Commissioner nominations will occur August 27, with selections to follow shortly thereafter. Two seats will open once Commissioners Fox and Simmons term out on October 17, 2012. Staff has received two applications so far.

APPROVED: 5-0: Commissioner Lopez moved to add a presentation on the Strategic Plan to the September HRC agenda, Seconded by Commissioner Campbell. Commissioner Fox was no longer present, and Vice Chair Simmons was absent.

Mr. Wilson reviewed preparations for the Civil Dialogue Series, which begins on October 15.

9 ADJOURNMENT

The meeting adjourned at approximately 6:46 p.m.

Respectfully submitted,
A/V Tronics, Inc. DBA AVTranz.

